

## BU 2 2005-2007 Contract Changes

Article Section	Section	Change
<b>3</b>	3.1 State Rights	Addition of the language uniformly applied to all similarly situated.
<b>4</b>	4.1 No-Strike Clause	Addition of language prohibiting lockout of unit 2 employees
<b>5</b>	5.1 Salaries	Increase in salary and enhancement of salary ranges.
	5.3 Merit Salary Adjustments	Denials are subject to the grievance and arbitration procedure.
<b>6</b>	6.6 Rest Periods WWG2	May receive two fifteen (15) minute rest periods.
	6.7 Meal Period WWG2	Meal periods for full time employees not more than 60 minutes or less than 30 minutes.
<b>7</b>	7.2 Definitions	Expands the grievance process giving the employee the ability to file grievances without the union.
	7.7 Formal Grievance - Step 1	Language clean-up.
	7.8 Formal Grievance - Step 2	Step 2 increases the amount of time for the department head to respond to a grievance from 21 days to 30 days.
	7.10 Formal Grievance - Step 3	Step 4 deleted DPA now the third step.
	7.12 Formal Grievance	Either party may request that an oral award be put in writing by arbitrator.
	7.12 Health and Safety Grievances	Addition of language codifying the legal limitation on a lawful order, such an order must not create a risk of death or serious injury.
	7.14 Grievance Review	Monthly meeting to attempt to resolve grievances at the 3rd level.
<b>10</b>	10.1 Layoff and Reemployment	Adding language requiring meet in good faith to explore alternatives to layoffs and giving employees 6 month EAP services from date of layoff.
<b>11</b>	11.1 Consolidated Benefits (Co-Ben) Program Description	Increase in state contribution for health benefits. For new employees, the state's contribution for dependent care is phased in with the employee receiving the full state's contribution for dependents after two years
	11.8 Long-Term Care Insurance Plans	Siblings are now eligible to enroll in long term care insurance plans.
<b>12</b>	12.7 Responsibility for Litigation Costs	Statement included indicating that the state and not the employee is responsible for litigation costs and expenses.
<b>13</b>	13.5 Personnel Files	
	13.7 Bar Dues	100 annual reimbursement for all job related bar associations, specialty sections and local bar memberships.
	13.21 Badges	CUIAB to provide badges to the ALJ's.

## BU 2 2005-2007 Contract Changes

	13.25 Independent Medical Examinations	Ability for the employee to obtain an independent medical examination if he/ she is found unfit to perform their normal assignments because of injury or illness ( not related to worker's compensation)
	13.26 Release Time for State Civil Service Examinations	Deletion of duty to accommodate grave yard or first watch employees for release time for Civil Service Examinations.
	13.27 Hardship Transfers	Transfers allowed but not grievable.
	13.28 Card Key Replacements	No replacing of initial or inoperable key cards necessary to enter workplace.
	13.29 Performance Appraisals of Permanent Employees	Employee may write a rebuttal.
<b>14</b>	14.8 Alternative Pre-retirement Death Benefit	Available under the government code for unit 2 employees.
	NEW 14.9 Retirements	Increase in employee contribution, retirement benefit calculations based for new employees based on the three (3) highest years
<b>15</b>	15.1 Classification Level	Attorney III level cap raised from 55 to 65% and an exceptional Attorney IV allocation eliminates the Attorney III cap
	15.4 Department Requests for Attorney IV level cap	DPA to review request in timely manner. CASE can at any time request status.
	15.5 Judicial Clerkship	CASE and state to work together to submit a proposal to SPB to allow classification credit for judicial clerkships.
	15. 8 Classification	Effective upon the completion of the staff work, the Department of Industrial Relation will seek to combine the Industrial Relations Counsel I and the Industrial Relations Counsel II into a single classification which allows movement based upon time in grade.
	15.6 Classification Studies	Meet and discuss the appropriateness of studying Deputy Commissioner, Deputy Labor Commissioner and Workers Comp judge - if agreed then CASE to prioritize